

PERSONNEL PIPELINE

THE COMMONWEALTH OF MASSACHUSETTS
MILITARY DIVISION
THE ADJUTANT GENERAL'S OFFICE
50 Maple Street, Milford MA 01757-3604

04-25

20 May 2004

Officer Education System

1. Reference DA message DTG: 092018Z Apr 04, subject: Captains Career Course (CCC): Officer Advanced Course (Phase 1, OAC) and Combined Arms and Services Staff School (Phase II, CAS).
2. The referenced message announces the termination of the resident CAS3 at Ft Leavenworth. It also states that the current USAR CAS3 will continue to be taught in the foreseeable future. The message provides guidance on the course of instruction for all officers until the Captains Career Courses are revised by the proponent schools.
3. POC at this headquarters is CW3 Vincent (Comm) 508-233-6765, (DSN) 256-6765.

FOR THE ADJUTANT GENERAL



JAY E. DALEY
COL, IN
Deputy Chief of Staff, Personnel

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UNCLAS
PRECEDENCE TO: ROUTINE DTG: 092018Z APR 04
PRECEDENCE CC: ROUTINE
TYPE: DMS SIGNED/ENCRYPTED
FROM PLA: DA WASHINGTON DC//DAMO-TRC//
FROM D/N: c:US,o:U.S. Government,ou:DoD,ou:ARMY,ou:Organizations,
I: CONUS,I:WASHINGTON DC,ou:DA ARMY STAFF(uc),ou:DCS
G3(uc),ou: COLLECTIVE TRAINING(UC)
SUBJECT: CAPTAINS CAREER COURSE (CCC): OFFICER ADVANCED COURSE (PHASE I,
OAC) AND COMBINED ARMS AND SERVICES STAFF SCHOOL (PHASE II, CAS TEXT:
UNCLASSIFIED//

1. THE SECRETARY OF THE ARMY HAS APPROVED THE ARMY'S PLAN TO TERMINATE THE COMBINED ARMS AND SERVICES STAFF SCHOOL (CAS3) AT FORT LEAVENWORTH, KANSAS, THE FIVE-WEEK COURSE AFTER THE OFFICER ADVANCED COURSES (OAC). THE RESPONSIBILITY FOR TEACHING STAFF OFFICER SKILLS WILL BE TRANSFERRED TO THE OAC BRANCH PROPONENT SCHOOLS. THE CAPTAINS EDUCATION SYSTEM IS UNDER REVIEW AND WILL CHANGE AS PART OF THE ARMY'S ONGOING EFFORT TO TRANSFORM TO SUPPORT THE FUTURE FORCE. THE ARMY MUST ALSO CHANGE OFFICER EDUCATION TO ADJUST TO THE DEMANDS OF THE CONTEMPORARY OPERATING ENVIRONMENT. PRELIMINARY REVIEW INFORMATION INDICATES THAT THE NEW CPTS OES WILL PLACE EMPHASIS ON ASSIGNMENT-TAILORED TRAINING FOCUSING ON SPECIFIC PRIMARY STAFF POSITIONS AND REALISTIC SCENARIO-DRIVEN COMMAND TRAINING.
2. THE ORIGINAL OFFICER EDUCATION SYSTEM (OES) TRANSFORMATION CONCEPT REQUIRED REPLACING CAS3 IN FY05 WITH THE COMBINED ARMS STAFF COURSE (CASC). IN OCTOBER 2003 THE ARMY CHIEF OF STAFF DIRECTED FURTHER REVIEW OF THE CAPTAINS OES CONCEPT TO INCLUDE CASC. EXISTING PROGRAMS OF INSTRUCTIONS (POIS) FOR OAC AND CAS3 WERE PART OF THIS REVIEW, AND FINDINGS RESULTED IN A DECISION TO TERMINATE CAS3. THE REVIEW RESULTS RECOMMENDED ABSORBING THE CAS3 POI INTO THE EXISTING OAC POIS AND ADVANCED DISTRIBUTED LEARNING. IN THE INTERIM PERIOD, BRANCH PROPONENTS WILL CONTINUE TO UPDATE TASK ANALYSIS OF ALL COMPANY COMMANDER AND STAFF OFFICER POSITIONS TO VALIDATE AND IMPROVE THE QUALITY OF ALL PRESENT OFFICER CAREER COURSES.
3. IN THE CONSOLIDATION CONCEPT, THE ESSENTIAL LEARNING THAT OCCURS AT CAS3 WILL CONTINUE, HOWEVER, REDUNDANCY WILL BE ELIMINATED. THE CONCEPT FURTHER REQUIRES A COMBINED ARMS STAFF EXERCISE TO CULMINATE THE BRANCH SCHOOL INSTRUCTION AND RETAIN THE CRITICAL BRANCH MIX ASPECTS OF CAS3. THE ARMY'S INTENT IS TO END RESIDENT CAS3 INSTRUCTION AT FT LEAVENWORTH WITH THE GRADUATION OF CLASS 04-4 ON 19 MAY 2004. OFFICERS WITH ASSIGNMENT ORDERS FOR CLASS 04-4 ARE TO PROCEED IAW THOSE ORDERS.
4. THE ONGOING RESERVE COMPONENT (RC) CAS3 CLASSES ACROSS THE US AND OVERSEAS, AS WELL AS THE ADVANCED DISTRIBUTED LEARNING CLASSES WILL CONTINUE. RC OFFICERS NOT PROJECTED FOR A FULL RESIDENT BRANCH PROPONENT OAC WILL CONTINUE TO ATTEND RC CAS3. USAR WILL CONTINUE TO TEACH CAS3 FOR THE FORESEEABLE FUTURE. NO SPECIFIC CHANGES TO RC CAS3 CLASSES ARE PLANNED AT THIS TIME, BUT POTENTIAL CHANGES ARE BEING CONSIDERED FOR NEAR-TERM IMPLEMENTATION. THE ARMY TRAINING AND DOCTRINE COMMAND IS WORKING WITH THE ARMY NATIONAL GUARD AND OFFICE OF THE CHIEF OF ARMY RESERVE TO DEVELOP ALTERNATIVES TO EXISTING RC OAC AND CAS3 POIS.

5. TO BE ELIGIBLE FOR ATTENDANCE AT ANY COURSE THAT PRODUCES A MILITARY EDUCATION LEVEL (MEL) CODE 4, OFFICERS MUST COMPLETE A BRANCH PROPONENT CCC OR RC CCC, PHASE I AND II (OAC AND CAS3). APPROPRIATE CHANGES WILL BE ANNOTATED IN AR 350-1, ARMY TRAINING AND EDUCATION, AND DA PAM 600-3, COMMISSIONED OFFICER DEVELOPMENT AND CAREER MANAGEMENT. OPTIONS TO BRANCH PROPONENT CAS3 MUST ALSO BE DEVELOPED FOR THOSE SPECIAL BRANCH OFFICERS WHO HAVE TRADITIONALLY ATTENDED CAS3.

6. THE FUTURE CAPTAINS OES CONCEPT WILL CONTINUE TO HAVE A BRANCH AND COMBINED ARMS FOCUS, ADDRESS JPME LEARNING AREAS AS SPECIFIED IN THE CJCS, OFFICER PROFESSIONAL MILITARY EDUCATION POLICY (OPMEP) AND RETAIN TRAINING ON COMPANY COMMAND AND STAFF COMPETENCIES. INTEGRAL TO THIS DESIGN ARE DIGITAL SKILLS TRAINING, AND KNOWLEDGE AND APPLICATION BASED INSTRUCTION. CAPTAINS OES WILL LEVERAGE LEARNING TECHNOLOGIES, BE LESS THAN TWENTY WEEKS IN LENGTH, AND BE LINKED TO THE NEXT DUTY ASSIGNMENT. THE NEW DESIGN WILL SUPPORT THE FORCE STABILIZATION INITIATIVE, INCORPORATE WARRIOR ETHOS, AND FOCUS TOWARD A JOINT EXPEDITIONARY MINDSET.

7. THE FUTURE CAPTAINS OES CONCEPT WILL SUPPORT AN ARMY AT WAR, STANDARDIZE COMMON CORE AND COMBINED ARMS TRAINING ACROSS ACTIVE AND RESERVE COMPONENTS, AND FACILITATE THE INTEGRATION OF EDUCATIONAL SYSTEMS ACROSS THE ARMY. MOST IMPORTANTLY, THE CONCEPT WILL PUT COMMANDERS BACK IN THE DRIVER'S SEAT FOR JUNIOR OFFICER PROFESSIONAL DEVELOPMENT, AND WILL CONTINUE TO DEVELOP LEADERS WITH THE RIGHT MIX OF OPERATIONAL ASSIGNMENTS AND TRAINING AND EDUCATION OPPORTUNITIES THAT MEET THE CURRENT AND FUTURE REQUIREMENTS OF THE ARMY AND JOINT FORCE.

8. POINTS OF CONTACT IN DAMO-TR ARE COL JUAN CLAUDIO, DSN 224-9853, MR. CHARLES WARE, DSN 224-9808, AND MRS. MARY ELLEN MCCRILLIS, 224-9706 (TRAINING TRAVEL FUNDS (MTSA)). THE HRC-ALEXANDRIA POC IS LTC RICARDO RIVERA 703-325-3150.

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[ARNGRC ARLINGTON VA]

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